



CANDID

presented by

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Agenda

- 1 The Problem
- 2 Our AI Solution
- 3 Features
- 4 Demo
- 5 Questions



The Problem

✿ Filling positions

- Internal v.s. external
- Qualified
- Extensive applicants - 250 resumes, only 4-6 candidates will get called to interview, and one will get the job

✿ Upskilling

- 1-3 hours to create upskill plan, 70% of an HR representative's time
- Explanation of associated data



Sources:

- <https://blog.hiringthing.com/job-application-statistics>
- Entrada HR Professional- Heidi Boyer
- <https://www.benefitnews.com/opinion/the-dos-and-donts-of-employee-upskilling-a-strategic-guide-for-hr-leaders>



CANDID: An AI-Powered Talent Optimization Platform

- ✿ Intelligent Skill-to-Role Matching
- ✿ Personalized, Actionable Upskilling Plans
- ✿ Transparent, Human-Readable Explanations
- ✿ Built-In Governance & Risk Safeguards

Transforms static HR data into intelligent
workforce insights



AI Driven Talent Optimization



✿ AI Resume Parsing

Extracted text from resume uploads is sent to Claude AI which returns structured JSON and matches skills with estimated proficiency levels for new candidates.

✿ AI Upskilling Plans

For employees viewing skill recommendations, the system identifies skill gaps where proficiency < required level. AI then generates an upskilling plan pdf for each skill gap designed to help the candidate develop skills on a realistic timeline

✿ AI Generated Candidate Explanations

For each job recommendation, managers can request an AI generated explanation of why a candidate is ranked where they are.





ML-Powered Candidate-Job Matching

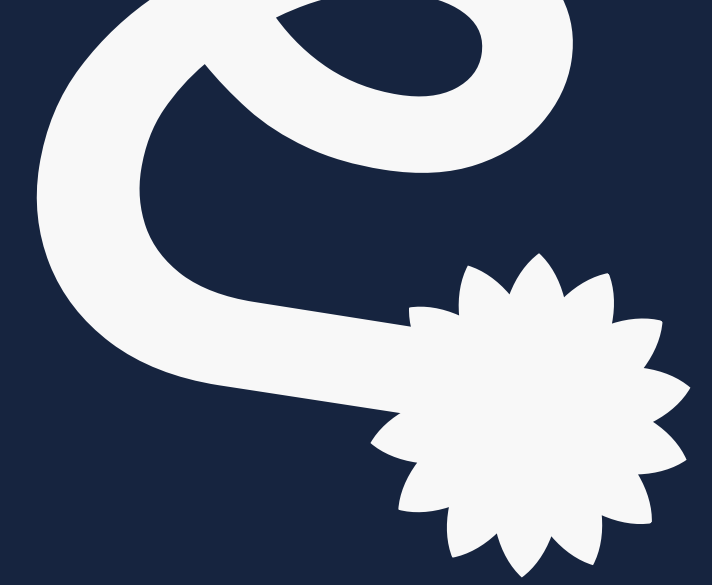
Combined skill matching with ML predictions in a hybrid model to generate recommendations that get better over time.

Skill Matching (70%): Integrated a hybrid scoring model that compares candidate proficiency levels against job-required skill levels, weighted by importance

ML Predictions (30%): A logistic regression model trained on historical outcomes (hired vs. rejected)



Data Privacy, Bias & Security



Data Privacy

1. Privacy policy/data sharing agreement
2. Fair Information Practice Principles (FIPPs)



Bias

- 3 step decision making process:
1. AI Agent
 2. Model Explanation
 3. Final Decision



Security

1. Access control - separate roles
2. Data protection
3. System security - secured log in system



Additional Features

Full CRUD System

Create, edit, and manage employees, applicants, jobs, and skills — including AI resume parsing.

Role-Based Access

Secure login with structured permissions and internal vs. external candidate distinction.

Tableau Analytics Dashboard

Live talent match insights, hiring breakdowns, and performance analytics.





CANDID

FINDING THE RIGHT
PEOPLE THE RIGHT WAY



CANDID

Optimizing Talent. Reducing Risk. Enabling Growth.

- ✿ Unlocks internal talent before hiring externally
- ✿ Aligns evolving skills to strategic business priorities
- ✿ Embeds fairness, transparency, and privacy into every recommendation
- ✿ One connected platform for employees, applicants, jobs, recommendations, and analytics
- ✿ Upskilling at scale – personalized development plans generated in seconds, not hours, freeing HR to focus on people instead of paperwork

Turning workforce data into confident, intelligent decisions.

